

# **Original Research Paper**

**Social Work** 

# LEVEL OF JOB INVOLVEMENT AMONG THE EMPLOYEES AT PUBLIC SECTOR - TIRUCHIRAPPALLI DISTRICT

## Dr. M. Daniel Solomon

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Assistant Professor of Social Work, Bishop Heber College, Tiruchirappalli, Tamil Nadu, India.

Job involvement has been defined as an individual's psychological identification or commitment to his / her job (Kanungo, 1982a) and Lawler(1986) explain Job involvement is important element that has significant impact on individual employee and organizational outcomes. The present study aims to find out the level of Job Involvement among the employees at public sector and to provide suitable suggestion. The researcher selected 500 respondents as sample by adopting simple random sampling using lottery method. The findings reveals that more than half 51.6 percent of the respondent have low level of Job involvement and less than half 48 4 percent of the respondent have high level of Job Involvement.

**KEYWORDS** 

Job Analysis, Job Interest, Job Autonomy, Job Motivation, Job Commitment and Job Involvement.

## INTRODUCTION

Today with fast developing computer and internet era and increasing trend toward globalization, Of late, the global work scene has witnessed feisty efforts by managerial protagonists to revamp the jobs with a view to have amplified job involvement. This is apparently based on the belief that job involvement is conducive not only to efficiency but also employees' selffulfilment. In other word we can say Job involvement has been one of the most effective tools used for increasing employee productivity by enhancing employee participation and commitment.

There are many definitions of job involvement. Job involvement is defined as the degree to which a person psychologically identifies with. Job involvement is related with the work motivation that a person has with a job (Bashaw & Grant, 1994; Hackett et al., 2001; McElroy et al., 1995; Blau, 1986; Blau & Boal, 1987; Balay, 2000). Job involvement has been defined as an individual's psychological identification or commitment to his / her job (Kanungo, 1982a). It is the degree to 'which one is cognitively preoccupied with, engaged in, and concerned with one's present job (Paullay et al., 1994, p. 224). When Lodahl & Kejner, 1965 define Job involvement involves the internalisation of values about the goodness of work or the importance of work in the worth of the individual. Bass, 1965 define Employees' job involvement increases if employees have decision making authority, responsibility and the tempo of the work. Because of this people who are high in job involvement genuinely care for and are concerned about their work (Kanungo, 1982b). Paullay, Alliger and Stone-Romero (1994) defined the job involvement as "The degree to which one is cognitively preoccupied with, engaged in, and concerned with one's present job''(p. 225).Researchers showed the great interest in employee, involvement practices and their outcomes (Fenton-O'Creevy and Nicholson, 1994). Involvement in work and alienation from work effect the standard of one entire's life experience (Argyris, 1964; Levinson, 1976)

## LITERATURE REVIEW

Job Involvement First Lodahl and Kejner (1965) presented the phenomenon of job involvement by discussing various data about the impact of job design elements on job involvement. Job involvement is important element that has significant impact on individual employee and organizational outcomes (Lawler, 1986). Reitz and Jewell (1979) said that job involvement is linked to importance of work in individual's routine or daily life. This mean if one gives importance to his work certainly he is loyal to his work as well as to the organization. This will also affect the performance of individual. In addition, Gurin, Veroff, and Feld (1960) also sighted involvement as the extent to which performance have an effect on one's self-esteem. Job factors can influence the involvement level of individual in his job (Vroom, 1962). Lawler and Hall (1970) in this regard proposed that most practical sight of job involvement might be role of job and individual relationship. Both individual's own personality and variables influenced by different situations can change the level of job involvement (Rabinowitz & Hall, 1977). Job involvement has been divided into two separate approaches. First approach is viewed as an individual difference variable where job involvement is believed to occur when the possession of specific needs, values or personal characteristics affect individuals to become more or less involved in their jobs. The second approach considers job involvement as a reaction to particular work situation distinctiveness (Ekmekci, 2011).

Tariq lqbal Khan, Farooq Ahmed Jam, Aisha Akbar, Muhammad Bashir Khan and Syed Tahir Hijazi (2011) done a research on different organizations and the analysis revealed that job involvement has positive impact on three types of commitments namely affective commitment, Continuance commitment and normative commitment. Khalid Mazayed, Muhammad Saqib Khan, Ghulam Muhammad Kundi, Qamar Affaq Qureshi, Robina Akhtar and Hazrat Bilal (2014) the study reveal significant positive relationship between job involvements, employee's commitment and organizational productivity. The study concludes clearly indicate that organizations with high job involvement and employees' commitment are performing well than organizations with little job involvement and low employees' commitment.

## METHODOLOGY

Research means a search for knowledge and Methodology means a guideline system for solving problem, with specific components. Research methodology has become an integral part of social research. In this context, the present study was undertaken with the main aim of finding out the level of Job Involvement among the employees at a public sector and to provide suitable suggestion. The researcher selected 500 respondents as sample by adopting simple random sampling using lottery method. In order to find out the Job Involvement, the researcher used the standard Job Involvement scale by Agarval (1972). The questionnaire contained specific items to assess the Job Analysis, Job Interest, Job Autonomy, Job Motivation and Job Commitment level of job involvement by the employees.

## FINDINGS

The research analysis reveals Less than half 40.6 percent of the respondents are in the age group of 41 - 50 years, More than half 28.8 percent are in the age group of 31 – 40 Years, less than one fourth 24.6 percent are below the age of 30 and the reaming 6 percent are above the age of 40 years. More than half 56.4 percent of the respondents belong to urban and remaining 43.6 percent of the respondents belong to Rural. Less than one third 30.8 percent

of the respondents completed their ITI education, Less than half 22.8 percent of the respondents completed their High School education, Less than half 20 percent of the respondents completed their Higher Secondary education, Less than half 20.8 percent of the respondents completed their eighth standard education and remaining 3.6 percent of the respondent completed Diploma.

While analyzing the dimension more than half 53.2 percent of the respondent have low level of Job Analysis and less than half 46.82 percent of the respondent have high level of Job Analysis. More than half 56.8 percent of the respondent have low level of Job Interest and less than half 43 2 percent of the respondent have high level of Job Interest. More than half 55.2 percent of the respondent have low level of Job Autonomy and less than half 448 percent of the respondent have high level of Job Autonomy. More than half 50.8 percent of the respondent have low level of Job Motivation and less than half 49 2 percent of the respondent have high level of Job Motivation. More than half 53.2 percent of the respondent have low level of Job Commitment and less than half 46 8 percent of the respondent have high level of Job Commitment and the overall Job involvement reveals more than half 51.6 percent of the respondent have low level of Job involvement and less than half 48 4 percent of the respondent have high level of Job Involvement.

#### FINDINGS RELATED TO TEST

KARL PEARSON COEFFICIENT OF CORRELATION BETWEEN THE AGE OF THE RESPONDENTS WITH THE VARIOUS DIMENSION OF JOB INVOLVEMENT

DIMENSION	CORRELATION VALUE	STATISTICAL INFERENCE
Age and Job Analysis	.075	P > 0.05 Not Significant
Age and Job Interest	.039	P > 0.05 Not Significant
Age and Job Autonomy	.057	P > 0.05 Not Significant
Age and Job Motivation	.088	P < 0.05 Significant
Age and Job Commitment	.083	P > 0.05 Not Significant
Age and overall Job Involvement	.092	P < 0.05 Significant

The above table show that there is a significant relationship between the age of the respondent and job Motivation and the overall Job Involvement the mean score of the age is 39 and hence it is very clear that as the age increase the involvement also increase of the motivational factor. There is no significant relationship between the age of the respondent and Job Analysis, Job Interest, Job Autonomy and Job Commitment.

#### STUDENT t - TEST BETWEEN THE RESPONDENT DOMICILE AND VARIOUS DIMENSION OF JOB INVOLVEMENT

Dimensio n	Domicil e	N	Mean	Std. Deviati on	Std. Error Mean	Statistical Inference
Job Analysis	Urban	282	21.2482	2.19075	.13046	t = 4.184 Df = 498 P < 0.05
	Rural	218	20.3486	2.61289	.17697	Significant
Job Interest	Urban	282	20.6525	2.47690	.14750	t = 2.135 Df = 498 P > 0.05
	Rural	218	20.1468	2.80824	.19020	Significant

## ISSN - 2250-1991 | IF : 5.215 | IC Value : 79.96

Job Autonom	Urban	282	17.2482	3.53962	.21078	t = 5.182 Df = 498
у	Rural	218	15.6697	3.15514	.21369	High
Job Motivatio	Urban	282	19.4468	4.09048	.24358	t = 3.066 Df = 498
n	Rural	218	18.3028	4.19678	.28424	Not Significant
Job Commitm	Urban	282	19.1135	2.97580	.17721	t =1.961 Df = 498
ent	Rural	218	18.5688	3.20819	.21729	Not Significant
Job Involveme	Urban	282	97.7092	11.8300 8	.70447	t = 4.369 Df = 498
111	Rural	218	93.0367	11.8934 8	.80553	Not Significant

The above table indicate that there is a high significant difference between the domicile of the respondents and Job Autonomy, there is a significant difference between the domicile of the respondents and Job Analysis, there is no significant difference between the domicile of the respondents and Job Interest, Job Motivation, Job Commitment and the overall Job Involvement. It is clearly evident from the mean score of Overall Job involvement the urban people have more level of job involvement than Rural.

#### ASSOCIATION BETWEEN EDUCATIONAL QUALIFICATION OF THE RESPONDENTS AND THE VARIOUS DIMENSION OF JOB INVOLVEMENT

EDUCATIONAL	JOB ANALYSIS		STATISTICAL			
QUALIFICATION	LOW	HIGH	INFERENCE			
8 <sup>th</sup>	38	66	$x^2 = 47.245^a$			
SSLC	45	65	Df = 4			
HSC	88	26	P < 0.05			
ITI	82	72	High Significant			
Diploma	13	5				
8 <sup>th</sup>	44	60	$x^2 = 22.066$			
SSLC	64	46	Df = 4			
HSC	60	54	P < 0.05			
ITI	108	46	High Significant			
Diploma	8	10				
	JOB AUT	ONOMY				
8 <sup>th</sup>	18	86	$x^2 = 121.607^a$			
SSLC	45	65	Df = 4			
HSC	96	18	P < 0.05			
ITI	102	52	High Significant			
Diploma	15	3				
	JOB MOT	TIVATION				
8 <sup>th</sup>	38	66	x2 = 18.319			
SSLC	57	53	Df = 4			
HSC	70	44	P < 0.05			
ITI	84	70	Significant			
Diploma	5	13				
JOB COMMITMENT						
8 <sup>th</sup>	40	64	$x^2 = 36.741$			
SSLC	43	67	Df = 4			
HSC	78	36	P < 0.05			
ITI	90	64	High Significant			
Diploma	13	5				
OVERALL JOB INVOLVEMENT						
8 <sup>th</sup>	18	86	$x^2 = 103.691$			
SSLC	47	63	Df = 4			
HSC	94	20	P < 0.05			
ITI	84	70	Hign Significant			
Diploma	13	5				

From the above table shows that there is High significant association between the educational gualification of the respondents and Job Analysis, Job Interest, Job Autonomy, Job Commitment and overall job involvement level and job involvement by the employees and there is High significant association between the educational qualification of the respondents and Job motivation.

#### SUGGESTION AND CONCLUSION

Ensure that employee involvement is recognized within the organization. This can help to make employee involvement a part of the culture. When employee regularly take on rues in continuous improvement teams, problem solving teams or task forces, provide them with some recognition. It does not have to be monetary recognition but it should be something that employee value. When a particular involvement initiative produces a tangible benefit for the organization, give those responsible the recognition they deserve. The idea from one employee can be shared with other employee and team's contribution ideas can be built which help in job involvement. The researcher main aim is to find out the level of Job Involvement among the employees at public sector and the researcher findings supported by Bashaw & Grant, 1994; Hackett et al., 2001; McElroy et al., 1995; Blau, 1986; Blau & Boal, 1987; Balay, 2000 that the level of job involvement improve because of the job motivation. The researcher acknowledge This work has been supported by university grants commission, MRP 5838/15, SERO, Hyderabad, India

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